PhD project title

Speaking up about unethical behaviour

Supervisors

Dr Sarah Brooks and Dr Malcolm Patterson

Research centre

Institute of Work Psychology

Project description

Acts of unethical behaviour can be particularly devastating for organisations, both in terms of performance and reputation. For example, unethical accounting practices were thought to be at the root of the Enron Corporation collapse in 2001 (Tourish and Vatcha, 2005) and failure to tackle Child Sexual Exploitation caused severe reputational damage to numerous organisations (Jay, 2013). If organisations can encourage employees to speak up about unethical behaviour, they are more likely to prevent such problems. However, there are a number of reasons why employees might not speak up, including individual beliefs (Morrison and Milliken, 2000; Detert and Edmondson, 2011), managerial behaviour (Detert and Burris, 2007), organisational culture (Morrison and Milliken, 2000) and economic factors such as unemployment rates (Kaufman, 2015). There has been very little empirical evidence to show how these influences affect the voicing of unethical behaviour specifically. Therefore, this PhD proposal will examine the factors that are likely to contribute towards the voicing (or silence) of unethical behaviour. Applications are invited for this PhD proposal from strong candidates with experience and interest in both qualitative and quantitative methods.

References


PhD candidate profile

The PhD candidate should meet the following requirements:
- Be enthusiastic, well-organised and have good inter-personal skills.
- High motivation and a keen interest in the research area.
- A first degree that is equivalent to a UK classification of upper second class honours or above. In addition, a good masters level qualification of merit or above, with a minimum of 60 per cent in the dissertation, research project element or equivalent experience. We also accept an MBA from an accredited school where the candidate can demonstrate that a significant research element has been undertaken. Applicants must also meet our English language requirements. For further information on entry requirements, please see: http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply

### Start dates
We have two start dates a year for PhD students. We strongly recommend that students start on 1 October as this makes it easier for students to attend compulsory training. However, we do recognise that not everyone will be able to commence studies at that time, so we also offer a second start date of 1 February.

### Closing date for applications
Applications will be considered until a suitable candidate has been identified. For the 1 October start date, a full application must have been received by 15 July. For 1 February start date, a full application must have been received by 15 November.

### How to apply
See [http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply](http://www.sheffield.ac.uk/management/study/researchdegrees/howtoapply) for full details of how to apply.

For an informal discussion about this opportunity, please contact: Sarah Brooks at s.brooks@sheffield.ac.uk.